



Public Sector Equalities Act

Snapshot of Principles

The Equality Act 2010 introduced a single **Public Sector Equality Duty (PSED)** in 2011 (sometimes referred to as the 'general duty') that applies to public bodies, including maintained schools and Academies.

The Public Sector Equality Duty 2011 has 3 main aims:

1. Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The main policy outlines the commitment of our school to ensure that equality of opportunity is available to all members of the school community. For Normanton Junior Academy this means, not simply treating everybody the same but, understanding and tackling the different barriers which could lead to unequal outcomes for different groups of pupils in school, celebrating and valuing the equal opportunity achievements and strengths of all members of the school community. These include:-

- Pupils
- Teaching staff
- Support staff
- Parents/ carers
- Governors
- Multi-agency staff
- Visitors to school
- Students on placement

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. We want

to provide an environment which is free from unlawful discrimination, harassment or victimization of any kind. We want to educate our pupils in an environment which recognises, celebrates and draws upon the diversity of Wakefield and offers equal respect, appropriate support and fair rewards for all our pupils.

At NJA, equality is a key principle for treating all people the same. The Equality Act 2010 defines eight 'Protected Characteristics':

1. Age
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race
6. Religion and belief
7. Gender
8. Sexual orientation

The Equality Act makes it illegal to discriminate against a person with a disability for a reason related to their disability. NJA is required to make reasonable adjustments to allow children with disabilities to fully take part in the activities.